

**GOVERNMENT OF ANDHRA PRADESH  
ABSTRACT**

National Rural Employment Guarantee Scheme – AP – Implementation of the scheme through fixed labour groups – Establishment – IB wing to impart continuous training – Orders – Issued.

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PANCHAYAT RAJ & RURAL DEVELOPMENT ( RD-II ) DEPARTMENT

G.O.Ms. No. 355

Dated:18 -11-2009  
Read the following:-

- 1.G.O.Rt.No.1193,PR & RD (RD.II) Dept., dt.28.08.2006
2. G.O.Ms.No.388 PR & RD (RD.II) Dept., dt.10.08.2007
3. G.O.Ms.No.504 PR & RD (RD.II) Dept., dt.7.11.2007
- 4.This office Circular No.709/Appoitment of Mates/PMC/EGS/ 2009, dt.24.08.2009
5. This office Circular No.32/CB/2008, dt.24.10.2009

**O R D E R:**

NREGA was enacted with an objective to enhance livelihood security in rural areas by providing 100 days guaranteed wage employment to all the wage seeker families in the state. Over last three years of implementation, it has been observed that number of wage seekers demanding for labour has increased enormously.

2. Currently, on an average more than 300 labour are reporting in every village. This has resulted in increased work load on Field Assistants taking attendance, recording musters and giving mark outs etc., which is likely to leave adverse effect on the programme. It is realized that, in order to overcome these problems, community based institutions viz., Labour Groups should be promoted along with a working mate.

3. Government, after careful examination of the issues on better work site management, hereby order that community based “fixed labour groups” shall be formed. Organization and promotion of such labour groups require dedicated and sustained effort for a long time. Government therefore order that in supercession of orders issued in the references 1<sup>st</sup> to 3<sup>rd</sup> read above, one Institution Building (IB) unit shall be established in the office of the Commissioner, Rural Development with dedicated staff at State, and APD Level. The IB unit shall take up and ensure group formation, provide continuous trainings and handholding support to the labour groups as per the following guidelines.

**(A) Formation of Labour groups**

Labour groups are expected to function as pressure groups for demanding wage employment, so as to access 100 days work guaranteed under the Act.

- (1) In each village, labour groups shall be formed with active wage seekers, size of the group shall not be more than 20.
- (2) One of the literate wage seekers shall be identified as “mate” by the members of the group.
- (3) Mate shall record attendance in Muster rolls, give mark out to the group to ensure minimum wage. Mate shall work along with other wage seekers. Mate shall also maintain “wage register” of group members and assist FA&TA during measurements & facilitate prompt payment from post office by distributing pay slips.

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- (4) Programme Officer shall issue work commencement orders with sufficient number of persondays for providing 100 days wage employment to all households of the group.

**(B) Capacity Building:**








In order to ensure effective implementation at grass root level, Mates and labour groups shall be trained on regular basis. Every quarter, training needs of the mates shall be assessed and training shall be conducted. Good performing mates shall be identified from among mates to work as "Mate Resource persons". MRP's will give on the job training to other mates and labour groups by staying in the village for two days in each cycle.

4. Government after examining the above, order that in order to facilitate institutional and capacity Building processes and to ensure strong & sustainable systems are in place under NREGS, an exclusive team for working on these areas from State to Mandal level should be established as below.







**(a) STATE LEVEL:**

STATE LEVEL:	No. of persons	Functional responsibilities
Institution Building Coordinator	1	1.Facilitate process of identification of Mates in accordance to Guidelines 2.Frame guidelines for promotion of Labour Groups, facilitate process of Group formation, establishment of systems, & strengthening Institutions under NREGS 3. Develop IEC & training material, documents 4.Conduct Capacity Building Needs Analysis for Labour Groups & Mates and initiate trainings through LRCs/Mandal level 5.Regular monitoring of performance of Mate system & Labour Groups, identify gaps and conduct follow up trainings
Training Coordinator	2	
Computer Operator cum Office Assistant	1	
Total	4	

**(b) DISTRICT LEVEL:**

DISTRICT LEVEL:	No. of persons	
APD (IB/CB)	1	 Facilitation in formation of labour groups and identification of Mates  Identify training needs  Identify resource persons  Conduct TOT  Organize Trainings  Organize feedback sessions  Existing CB staff at district level will cater to this requirement
Computer Operator cum Office Asst.	1	

**(c) APD CLUSTER LEVEL:**

APD CLUSTER LEVEL:	No. of persons	
Mate Training Coordinator	1	 Facilitation in formation of labour groups and identification of Mates  Identify training needs  Identify resource persons  Conduct TOT  Organize Trainings  Organize feedback sessions
Total requirement	207 unit x 1 = 207 MTCs	

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APD (CB) will facilitate the functions mentioned above in addition to the other regular CB programmes of RD department.

5. CRD shall position members of IB team at all levels by identifying professionals in the market on out-sourcing basis through SRDS / SSAAT / CDS/ APARD. CRD shall issue detailed instructions on the initial engagement, terms of reference etc. Commissioner, Rural Development is also requested to come up with special / intensive approach to cover SC/ST groups as under SCP/TSP strategy.

6. The expenditure relating to constitution and functioning of IB team shall be met from the administrative expenditure allowed under NREGS and other RD Programs.

**(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)**

**R.SUBRAHMANYAM  
SECRETARY TO GOVERNMENT (RD)**

To

The Commissioner, Rural Development, AP., Hyderabad

All the District Collectors in the State.

The Project Directors, DWMMAs and DRDAs in the State.

All the Chief Executive Officers, Zilla Parishads in the State.

All the Project Officer, ITDA in the State.

The Commissioner, Panchayat Raj, AP., Hyderabad

The Commissioner, AMR APARD, Rajendranagar, Hyderabad

The Director, SSAT

**Copy to:**

The PS to Chief Minister.

The PS to Minister (RD, IKP, P, NREGP & SHGs)

The PS to Chief Secretary to Government

The PS to Secretary to Govt. (RD), PR&RD Department

The PR & RD (General) Department

SF/SC.

//FORWARDED :: BY ORDER//

SECTION OFFICER